

(1948) Department

SERIES.

G.O. NO. 342

Dated 23.1.48

[Despatch Abstract.]

Labour - Disputes - Dispute between
the workers & management of
the factories of Commercial
Trust Ltd. at Jeppia & Kuddol
Mangalore - Reference to the
Industrial Tribunal Coimbatore
for conciliation - Ordered

Pl. issue
me 5-1-48 20/6/1

om no. 757 P2/48 - 1 2 5-1-48
~~12-48~~

Sub: Labour - Jile factories at Jeppoo
+ Kundali - Strike Notice to
the Commonwealth Fund Ltd.
Calicut

Lo. from the Secretary, The
Commonwealth Workers Union
of 13-12-47 (copy to C of L)

The C of L is requested to
offer his remarks on the letter cited

me 4-1-48
PS
4-1-48

CO
9/1/48

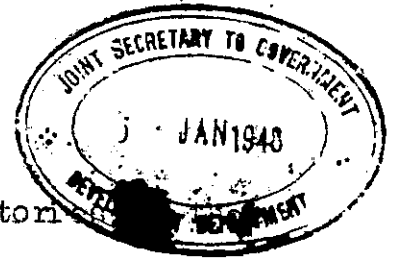
To the C of L
MR 1-2-48 ✓

Memorandum submitted to the Hon'ble Minister for Labour,
Government of Madras, by the Secretary, Commonwealth
Workers' Union, Mangalore.

2112

Honoured Sir,

RT



The workers of the two tile factories Commonwealth Trust have been agitating for higher wages, adequate dearness allowance, bonus etc. since past several months. The Management conceded the demand regarding linking of D.A. to the cost of living but at the same time introduced a uniform cut by $1\frac{1}{2}$ annas in the basic wage-rate of all the workers. Thus any increase in D.A. was nullified on account of the cut in basic wage-rate. This led to great dissatisfaction and all the attempts of the Union not to introduce a cut in basic-wage-rate proved futile.

In all the other 32 tile factories in Mangalore Bonus will be disbursed between 1st and 15th of January 1948. The Union of the workers was able to come to an understanding with the Owners' Association and Bonus issue was settled amicably. But the Management of the Commonwealth Trust Ltd. is unwilling to concede this demand. It is to be regretted that while workers of other tile factories receive Bonus the workers of Commonwealth Factories have to resort to a strike action to win this demand.

Due to the adamant attitude of the Management the workers decided on a strike and a strike ballot was conducted on 12th December 1947. Out of 681 workers who participated only one voted against strike. After the result of the strike ballot was known the Union gave some more time to the Management to reconsider their attitude.

Now the workers have given strike notice and

unless, the management agrees, to concede the three irreducible minimum demands, the workers will be forced to go on strike after 19th January 1948.

On behalf of the workers. I appeal to you to intervene in the matter and help the workers to win their demands without a strike.

Awaiting your favourable order

Yours Respectfully,

D. Shantharam Pai

Mangalore,)
31st Dec. 1947.)

Secretary,
Commonwealth Workers' Union,
Mangalore, S.Kanara.

copy to: (1) The Commissioner of Labour, Madras.

(2) The Joint Secretary, Development Dept., Madras.

(3) The Gen. Secretary, M.P.T.U.C., Madras.

17903

A/1055

2nd January 1948

The Secretary,
Commonwealth Workers' Union,
MANGALORE.

Dear Sir,

I am in receipt of your letter dated the 31st December in which you give notice of a strike.

I regret that the Company cannot accept your demands which you state to be minimum and irreducible, and would comment as follows thereon:-

1. Restoration of wages cut. The facts are that this Company voluntarily increased wages as from the 1st February on the basis of certain discussions which took place in Malabar with workers' representatives and employers' representatives before the Commissioner of Labour. Following its usual policy, this Company extended the benefit of the award to South Kanara.

Subsequently the Collector of South Kanara issued an award in respect to certain disputes which were taking place with labour in Tile Factories in Mangalore but the Factories of this Company were not affected.

Towards the end of November the Union and workers at our Factories in Jeppoo and Kudroli made representations that the Collector of S. Kanara's award for Tile Factories in Mangalore would be more beneficial to workers than the rates brought into force by this Company as from the 1st February, and the Company therefore decided to change over to the Collector of South Kanara's award retrospective to the date from which that award came into force.

Amongst other items, Issue No.3 of the Collector of South Kanara's award fixed a minimum basic wage at 4 annas for children, 5 annas for females and 6 annas for males.

In view of the fact that the majority of this Company's workers were earning more than these rates prior to the 1st February, the Company decided not to conform to the Collector's minimum award but furthermore to give an increase of 6 pies per day on the basic wages applicable as on the 31st January.

It will thus be seen that the Company have not ^{only} full implemented the award of the Collector of S.Kanara but have gone considerably beyond his findings.

The Union must appreciate that the workers cannot pick and choose the best portions of two awards, and having desired the Company to pay the S.Kanara award, obviously the basic rates must revert to January. There can then be no question of a restoration of the 1½ annas mentioned in your demand No.1.

2) Although the Collector's award recommended a bonus equivalent to 2 months basic wages in respect to the year 1945/46, workers at the Commonwealth Factories were awarded a bonus equivalent to 3 months basic and this was paid in May 1947.

We are unaware of any Factory having paid a bonus in respect to the year ending June 1947, but, apart from what others may have done, the payment of bonus by this Company is entirely a matter for consideration by our Board of Directors in London and is not a right which workers and their Union can demand. Your petition in regard to a bonus will be forwarded to the Directors.

3) The services of certain workers attached to the Despatch Gang were dispensed with because of their refusal to carry out legitimate orders, and I regret that re-instatement cannot be considered.

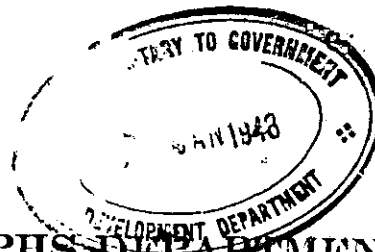
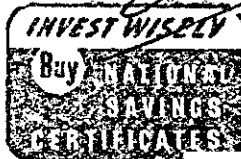
Will you please let me know whether the Commonwealth Workers' Union has yet been registered and if so the Registration No., and send me a copy of your Regulations for perusal.

Yours faithfully,
THE COMMONWEALTH INDUSTRIES LTD.

R. Ferrell
 General Manager in India

- (Copy to Group Manager,
 Com:Trust,Mangalore)
 (" Commissioner of Labour,Madras)
 (" Labour Conciliation Officer,Calicut)
 (" Jt.Secretary,Development
 Dept.,Govt.of Madras)
 (~~" Gen.Secretary,M.P.T.V.C.,Madras~~)
 (~~" do. K.P.T.V.C.,Calicut~~)
 (" Dist.Magistrate,S.Kanara,Mangalore)

FF/GE



INDIAN POSTS AND TELEGRAPHS DEPARTMENT.

Class Prefix } 0 Code 7012

No. 357C

Recd. from	Sent at _____ H. _____ M.	
By 70 21 9/21	To _____	
	By _____	

Handed in at (Office of Origin).

Date. Hour. Minute.

Service instructions. Q.T.O. Words.

Mangalore Ken 2

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Recd. here at _____ H. _____ M.

TO
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~~train interview restriction~~
~~Mangalore communication~~

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over 21 days notice
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Prefix

Code

INDIAN POSTS AND TELEGRAPHS DEPARTMENT
DEVELOPMENT DEPARTMENT

ASSISTANT SECRETARY (I) GOVERNMENT

DE JAN 1948

507

Recd. at _____ H. _____ M. _____
From _____
By _____

Sent at _____ H. _____ M. _____
To _____
By _____

3 JAN 48
21
32

Office of Origin

12/22/48 KNA

Date

2

Service Instructions

Words

TO

Joint Secretary, Ministry of External Affairs
Commonwealth file matters per 21 days notice
notice prior intervene. Secretary, Ministry of External Affairs
Commonwealth file matters per 21 days notice
754 P/48-21
Encl. - 100

3/1/48 J. C. P. [Signature]
[Signature]
[Signature]

N. B.—The name of the Sender, if telegraphed, should be written above the message.

Extra Particular No. 25 (1/1/48) 101 101 101 101

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C4-383 /47.

Office of the Commissioner of Labour,
Chennai, Madras, dated 7-1-48.

From

R.M. Sundaram, Esqr. C.B.E., I.C.S.,
Commissioner of Labour, Madras.

5245

RF

To

The Joint Secretary to Government,
Development Department, Fort St. George, Madras.

Sir,

Sub:- LABOUR - The Commonwealth Workers Union (tiles) Mangalore
Strike notice issued.

X The Secretary, Commonwealth Workers' Union, Mangalore has issued a notice of strike dated 31-12-47 to the General Manager, Commonwealth Trust Ltd., Calicut, intimating that the tile workers of the factories at Jeppo and Kudroli in Mangalore will go on strike any day after 18-1-48 and before 25-1-48, if their demands for restoration of wage cut introduced in December 1947, Bonus and reinstatement of 20 dismissed workers are not conceded by the management. I have asked the Labour officer, Calicut to bring about a settlement of the dispute and to advise the workers not to resort to strike pending the result of the Industrial Tribunal.

P.K./10-1

[Signature]
10.1.48

[Signature]
for Commissioner of Labour.

T. As

NR 10.2.48

[Signature]
15.1.48
P.S.
15.1.48

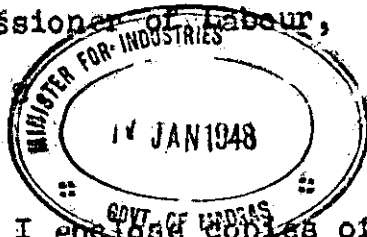
[Signature]
15.1.48

J.P. Sec. dep.
THE COMMONWEALTH TRUST, LTD., CALICUT.

A/ 1187

16th January 1948

The Commissioner of Labour,
Chepauk,
M A D R A S



7735

Dear Sir,

I enclose copies of correspondence exchanged with the Labour Officer, Calicut, and shall be glad if you will intervene in these discussions.

We submit for the consideration of Government that there will be little point in adjudication between employers and labour if subsequently Labour Officers appointed by Government attempt to placate labour by suggestions which vitiate the Awards of Adjudicators.

Yours faithfully,
THE COMMONWEALTH TRUST, LTD.

(Copy to the Hon: Minister
for Industries & Labour) ✓

A. S. Srinivasan
Genl. Mgr. of India

FF/GE

COPY

Ref.291/47.

Office of the Labour Officer, Malabar &
South Kanara,

Calicut, 15th January 1948.

From

Sri P.Krishnan Nair, M.A., Dip, S.S.A.
Labour Officer,
Calicut.

To

The General Manager,
The Commonwealth Trust, Ltd.,
Calicut.

Sir,

Labour - The Commonwealth Trust Tile Factories, Mangalore -
Strike Notice issued by the workers.

I am glad to have had an opportunity to discuss with you the issues relating to the proposed strike of the Commonwealth Tile Workers at Mangal. I had again a talk with the representative of the workers yesterday over here. I have fairly well understood the stand on both sides. While I realise your difficulty in the simultaneous retention of the revised wages of February 1947 and the introduction of the sliding scale of Dearness Allowance, I request the cut of $\frac{1}{2}$ annas made in the basic wage may be restored by $\frac{1}{2}$ anna atleast. That is, a worker getting 7 annas prior to the cut with the adoption of sliding scale may be allowed 6 annas as basic wage. This suggestion is being made to avoid a possible fall in the total remuneration of a worker with the changing cost of living index number and also to the fact that it is not desirable that the basic wage should be cut substantially to compensate for enhanced Dearness allowance as the latter is an extra remuneration necessitated by abnormal conditions.

This suggestion I hope you would accept as it will not mean any serious financial drain and would at the same time be a noble gesture of yours towards a settlement. I shall request the workers' representative also to abide by this. Regarding the other issue of bonus, I understand that the workers' petition has been forwarded to your London office and I hope bonus will be paid in the light of the profits of your concern and the practice in other Companies.

(sd) P.Krishnan Nair
LABOUR OFFICER.

Copy to the Secretary of the Commonwealth Workers' Union, Mangalore.

Copy submitted to the Commissioner of Labour, Chepauk, Madras, for favour of information.

THE COMMONWEALTH TRUST, LTD., CALICUT,
Malabar.

A/1182

16th January 1948

P. Krishnan Nair, Esq., M.A., Dip. S.S.A.,
Labour Officer,
CALICUT.

Dear Sir,

Sub: LABOUR - The Commonwealth Trust Tile
Factories, Mangalore - Strike Notice issued
by the workers.

I thank you for your letter No. 291/47 dated the 15th January. It is a matter of great regret to us that as the Government Labour Officer you should have made the request contained in this letter. We had hoped that in any reference to yourself on this subject we should have had your fullest support and also that of Government, because we have more than implemented the findings and Award of the South Kanara Collector.

The facts are as set forth in my letter A/1055 of 2nd January 1948 to the Labour Union, but, for the sake of clarity, I will re-iterate them.

1. This Company voluntarily increased wages at our Jeppoo and Kudroli Tile Factories from 1st February 1947 following discussions in Calicut with the Commissioner of Labour.
2. Subsequently there was a more or less general strike of Tile workers in South Kanara but our Factories were not affected. The Collector of South Kanara was appointed as Adjudicator and promulgated certain findings applicable as from the 17th March.
3. Later in the year the labour at this company's factories at Jeppoo and Kudroli made representations that the application of the Collector's Award would be more beneficial to workers than the increases introduced by the Company on 1st February.
4. The Company agreed to these representations and made the award retrospective to the 17th March.
5. Amongst other decisions item 3 of the Collector's Award fixed the minimum basic rates as applicable in 1939.
6. This Company decided not to apply 1939 basic rates but to revert to the rates in force on the 31st January 1947.
7. They furthermore decided to grant a half anna per day increase over the rates applicable on the 31st January 1947, and when piece work rates applied, to increase piece rates by 7½% to cover the equivalent of the half anna per day. I confirm that every worker received this increase.

~~From the above it must be seen that the Company have not only~~ implemented the Collector's Award, but have gone considerably beyond his findings, and I cannot accede to your request to grant a still further increase.

I must now inform you that if the workers at our Factories in South Kanara persist in their present attitude and a strike takes place, we shall immediately ask Government to adjudicate on our behalf.

In regard to the workers' petition for bonus, this has already been forwarded to our Board in London.

As you sent a copy of your letter to the Union I am also sending a copy of this.

Yours faithfully,

THE COMMONWEALTH TRUST, LTD.

(Copy to the Commissioner of Labour)

A. Pericelli
General Manager India

FF/GE

THE COMMONWEALTH TRUST LIMITED.

D: 23rd January 1948.



The Joint Secretary to Government,
Development Department.

Sir,

SUBJECT

Strike notices by workers' Union
of Jeppoo Kudroli Tile Factories.

With reference to correspondence recently exchanged with the Commissioner of Labour in respect to strike notices given by the workers' Union of the above factories in respect to ~~wage~~ increase of wages, I regret there does not appear to be any possibility of a settlement and I confirm conversation with you this morning requesting Government to appoint an adjudicator.

Yours faithfully,
The Commonwealth Trust Limited.

R. Russell.

GENERAL MANAGER IN INDIA.

22

Orders on P.21 advice

A draft order is submitted for approval.

R.S.

23-1-68.

Office of the Commissioner of Labour,
Chepauk, Madras, dated 23-1-1948

From R.M. Sundaram, Esqr., O.B.E., I.C.S.,
Commissioner of Labour, Madras.

To The Joint Secretary to Government,
Development Department, Fort St. George, Madras.

Sir, Sub: LABOUR - The Commonwealth workers' Union, Mangalore -
Strike Notice.

Ref: My report C4.383/47 dated 7-1-48.

Mr. Ferelly of the Commonwealth Trust Ltd., who owns two tile factories in Jeppo and Kudroli in Mangalore has represented that it is no possible to arrive at a settlement with the workers union by negotiation or conciliation. The main demands of the union are:-

1. Restoration of reduction of 1½ as in wages affected as a result of adjustment of wages and Dearness allowance with reference to the arbitration award of the Collector of South Kanara.
2. Bonus for year ending June 1947.
3. Reinstatement of 20 workers in Jeppo Factory.

As the workers have threatened to go on strike before 25-1-48 I recommend that this dispute may be referred to the Industrial Tribunal, Coimbatore for adjudication. I am instructing the union to advise the workers not to resort to strike, pending adjudication.

Fisher
for Commissioner of Labour.

RECEIVED
SECRETARY TO GOVT.
23 JAN 1948
DEVELOPMENT DEPARTMENT

1/2/11

am. 751148

Orders on pages 21 and 22 above: _____

A draft order is submitted for approval.

P2
23.1.148

23/1/148 JS km

Wm did, Wm

~~JS~~
23/1/11

km

23/1/148
JS km
23.1.148

Please issue today
23/1/48
13/2/23/1

Dev. Dept.

C.F. 16.

DRAFT FOR APPROVAL.

When received for
fair copying ..

When copied ..

When examined..

When signed ..

When despatched.

Initials.

SUBJECT:—

Labour Disputes - Dispute between
the workers and management of the
~~Commonwealth Textile Industries Trust~~
at Teppo & Kudoli, Mangalore
Reference to the Industrial Tribunal
Ordered, Coimbatore
for adjudication - Ordered.

READ AGAIN .., dated .. 19 ..

" " .. " .. 19 ..

READ ALSO:—

No. .. From the C. of L. .., No. ~~24283~~ dated 7-1-48

" " .. " .. 19 ..

" " .. " .. 19 ..

Order Ms. No. 342, dated 28-1-1948

Resolution-Rout.

The C. of L. has reported that an industrial
dispute has arisen between the workers and the
management of ~~the textile factories of the~~ Commonwealth Textile Industries Trust
at Teppo & Kudoli, Mangalore, on
certain matters. As the parties to the dispute are
unable to arrive at an amicable settlement the C. of L.
recommends that the dispute be referred for adjudication
the Govt. accept the recommendation and direct that the
dispute be referred to the Industrial Tribunal, Coimbatore
for adjudication under section 10(1) (c) of the Indus-
trial Disputes Act, 1947. The Industrial Tribunal is
requested to hold an enquiry and come to a decision.

2. The following notification will be published in
the Fort St. George Gazette.

NOTIFICATION.

Whereas an industrial dispute has arisen
between the workers and management of ~~the textile factories of the~~ Commonwealth Textile Industries Trust
at Teppo & Kudoli, Mangalore, in respect of certain matters;
And whereas in the opinion of His Excellency the
Governor of Madras it is necessary to refer the said

industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by Section 10(1)(c) of the Industrial Disputes Act, 1947, (Central Act XIV of 1947), His Excellency the Governor of Madras, hereby directs that the said industrial dispute be referred for adjudication to the Industrial Tribunal, having its place of sitting at *Coimbatore*.

3. The Tribunal, may in its discretion settle the ~~dis~~ issues in the light of a preliminary inquiry which it may hold for the purpose and thereafter adjudicate on the said industrial dispute.

hu
23.1.48
PS
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23/1/48

hu
23/1

To ~~the~~ Industrial Tribunal, *Coimbatore*
To the C. of L.
the Secretary, *Commonwealth Bank Ltd.*
Bank of India, Bangalore
the President *Management*
The Commonwealth Bank Ltd. Ltd.
Patent
the S.G.P. for publication
of the notification.
the District Magistrate,
South Kanara
the Govt. of India, Ministry of
Labour, New Delhi.
Copy to the Reporters' Board.
Accountant General
23/1
Reporters Board

Dev. Dept. P I.

Express Telegram No. 757 P I/48-3, dated 23-1-1948.

To

GENERAL MANAGER,

COMMONWEALTH TURST, CALICUT.

SECRETARY,

COMMONWEALTH WORKER'S UNION, MANGALORE.

DISPUTE IN JEPPU AND KUNDROLI TILE
FACTORIES REFERRED FOR ADJUDICATION TODAY

DEVMENT.

Telegram sent
ho3
23.1.48

P.C. dms ho3
23.1.48